

Diversity Council Minutes – Wed. August 8, 2005

Presiding:

Gordon Flake, committee chair

Members Present:

Kathy Ahlmark, Alyce Bradbury, Sharon Bryant, Gordon Flake, David Goulding, Mike Humble, Ginny Ivanoff (OEEO, non-voting), Bill Quattlebaum, Boris Risek, Bill Steinmetz, and Linda Yu

Members Absent:

Janice Allen (alternate), Cliff Baldwin, William Boyd, Rodrigo Franco, Veronica Godfrey (BIG, non-voting), Ron Herbert (NIH catalyst, non-voting), Ethel Jackson, Bill Jirles, Charle League, Jackie Locklear, Alicia Moore, Gerard Roman (OEEO, non-voting), Molly Vallant (non-voting), Lisa Rogers

Old Business

A. Minutes

The June 8, 2005 minutes were reviewed and approved unanimously.

B. Reports

- 1. Hispanic Heritage:** Dr. Mullick will be unable to speak at the event as previously planned due to a branch closure. An invitation has been given to Dr. Lydia Villa-Kamaroff, Vice President for Research and Chief Operating Officer of the Whitehead Institute in Cambridge, Massachusetts. She will speak on September 29 at 2pm. There was meeting discussion concerning having students at her presentation. Students can be invited, but she will be asked to base her talk on the NIEHS staff level.

A Hispanic committee meeting will occur on August 9, and plans are being made for a Peruvian Dance group to provide entertainment at the event September 29. There was discussion of the high cost of sound system rental, and the group will be asked if they can bring their own.

- 2. Disability Subcommittee:** The committee met last week and has set up the events for October, Disability Awareness Month. On October 11, Mr. Mark Ezzell, Chairman of the NC Council on Developmental Disabilities will present at 2:00pm. We are hoping that we can get the M&M singers to perform again this year after Mr. Ezzell's presentation.

On October 27, Mr. Sam Maddox of the Christopher Reeve Foundation will speak on stem cell research at 2:30. Plans are being made to also have a panel discussion that includes Mr. Maddox, a bioethicist, an NIEHS scientist, a stem cell research scientist, possibly a theologian, and someone to represent NIH Health Policy. The committee would like to have Dr. Schrader serve as moderator of this panel discussion, but he may have a schedule conflict on that day. Other NIEHS staff that could be invited to serve as moderator are Mr. Rich Freed and Dr. Steve Akiyama.

3. **Disability Advocacy Committee:** The Disability Advocacy Group met recently and discussed the Internal Assessment of Accessibility at NIEHS, performed by Mr. Phil Protz. They primarily visited publicly used areas such as the library, cafeteria, 101 conference room, health unit, and F module on the first floor as well as the F module conference rooms on the 2nd and 3rd floors. Mr. Protz will send a report to Gerard in a few weeks. Some items were noted that couldn't be feasibly changed, such as the doors on the 101 conference room(s). The 101-conference room stage is not wheelchair accessible; however, a ramp would not be feasible due to the height of the stage. We will see what he reports on that issue.

John Miers followed up his visit with a very nice letter to Dr. Schwartz. He talked about his visit and how pleased he was with the DAC's goals and work thus far. John also suggested that we invite Dr. Schwartz to a meeting and send him a copy of the minutes. Alicia suggested that we present a short slide show of what we've done so far. A date will be determined later. We decided to wait until the Internal Accessibility report is received and the mission statement is finalized.

4. **Native American Heritage:** A list of potential speakers has been gathered for the November event. The committee will be meeting to discuss the order of invitation. The bound volumes in EEO will be consulted to determine last year's food volunteers. They will be contacted to see if they are interested in participating again this year.

New Business

1. **Budget:** The Diversity Council Budget provided by NIH for speakers was discussed. It has been reduced for FY06. The Council does not know what the Director's budget will provide for FY06.
2. **Subcommittees:** The subcommittees for International Day (December), MLK (January), and Black History Month (February) need to be identified, and are asked to start working on those events. Due to the change of Diversity Council members at

the first of the year, these events must be planned in advance. This problem will be diverted next year with the implementation of a new committee rotation date.

International Day has been paid for by the Office of Management in the past. Cynthia Radford needs to be contacted to see if she will be handling it again this year or whether she has a replacement.

- 3. La Fiesta Del Pueblo:** This event is being held September 10–11 at the NC State Fairgrounds. NIEHS has a public health outreach booth at this event each year to hand out materials in English and Spanish. Volunteers are needed to man the booth in two hour increments. An all hands email will be sent out by Ginny to ask for volunteers, and EEO will arrange a van, parking passes and wrist bands for them. Linda Yu has volunteered to coordinate the volunteers for this event.
- 4. Job Application Evaluation:** Kathy Odenwald has suggested that it might be beneficial for the committee members to learn how Human Resources does its evaluation of job applications, and the procedures used during the hiring process. Committee members felt that this might be beneficial to offer to the Institute also. Human Resources should organize a presentation for the Council first.
- 5. Labor Movement:** The Diversity Council will be working with the Union on a Labor Day presentation on the Labor Movement and Civil Rights. The presentation will be August 26 at 2:00 in 101B, and Ginny will send out fliers to be posted.

Adjourn:

Minutes taken and respectfully submitted by Kathy A. Ahlmark, 8/10/05.